

State of Alaska FY2010 Governor's Operating Budget

Department of Administration Labor Relations Component Budget Summary

Component: Labor Relations

Contribution to Department's Mission

To achieve the purposes of the Public Employment Relations Act by acting as the executive branch representative in contract negotiations and contract administration matters.

Core Services

- **CONTRACT NEGOTIATION** - Negotiations for the State's 11 bargaining unit contracts and subsequent amendments to the contracts. Staff act as chief spokesmen for the State's bargaining teams and handle all associated logistics. The section is responsible for issuing contract interpretive memoranda as needed.
- **CONTRACT ADMINISTRATION** - Labor Relations staff investigates complaints and grievances that reach the Commissioner of Administration level and represent the State's interests in resolution or adjudication of these disputes. The Division is responsible for interpreting and applying labor agreements and ensuring consistency of application throughout State government.
- **TRAINING** - Labor Relations staff provide training on all new contracts, facilitate training for human resource staff on employment law and on the arbitration process, and dispute/complaint handling training for State supervisors.
- **ADVICE AND COUNSEL** - Staff provide expert advice and counsel to supervisors, managers, and policy makers on employee relations issues.

End Result	Strategies to Achieve End Result
<p>A: Successful negotiations in all collective bargaining unit agreements.</p> <p>Target #1: Voluntary or arbitrated labor contracts established prior to contract expiration. Status #1: FY08, 72.7% of voluntary or arbitrated labor contracts in place.</p>	

FY2010 Resources Allocated to Achieve Results							
<p>FY2010 Component Budget: \$1,286,400</p>	<p>Personnel:</p> <table> <tr> <td>Full time</td> <td>9</td> </tr> <tr> <td>Part time</td> <td>0</td> </tr> <tr> <td>Total</td> <td>9</td> </tr> </table>	Full time	9	Part time	0	Total	9
Full time	9						
Part time	0						
Total	9						

Performance

A: Result - Successful negotiations in all collective bargaining unit agreements.

Target #1: Voluntary or arbitrated labor contracts established prior to contract expiration.

Status #1: FY08, 72.7% of voluntary or arbitrated labor contracts in place.

% of voluntary or arbitrated labor contract prior to expiration.

Fiscal Year	Annual
FY 2008	72.7%
FY 2007	72.7%
FY 2006	91.0%

Analysis of results and challenges: During FY2008 the state successfully negotiated collective bargaining agreements with 2 of the 11 unions (LTC and PSEA). Six unions were already under contract for the fiscal year (ACOA, APEA, ASEA, AVTECTA, CEA, TEAME). Therefore, 72.7% of unions were under contract. Three unions (IBU, MEBA, MM&P) were not under contract at the end of the fiscal year (27.3%). However, a tentative agreement was reached with one (IBU).

Key Component Challenges

LABOR CONTRACT NEGOTIATIONS – Achieve the Governor's objective of long term successor agreements that meet the economic and managerial objectives for remaining units. Initiate negotiation of successor Alaska Correctional Officers Association (ACOA), Labor, Trades and Crafts Unit (LTC), Teachers of Mt. Edgecombe (TEAME), Marine Engineers Beneficial Association (MEBA), Inland Boatman's Union, and International Organization of Masters, Mates and Pilots (MM&P) agreements in time for submission to the 2009 Alaska State Legislature.

Significant Changes in Results to be Delivered in FY2010

None anticipated.

Major Component Accomplishments in 2008

- Implemented and administered successor agreements.
- Completed negotiations of successor Public Safety Employees Association (PSEA), Alaska Public Employees Association representing the Supervisory Union (SU), Alaska Vocational Technical Center Teachers' Association (AVTECTA) and Labor, Trades and Crafts (LTC) agreements.
- Arbitration Record: Six wins, six losses and twenty-seven cases settled, with four partial settlements. One case still pending decision from an arbitrator and ten more cases will be presented prior to June 30, 2009.

Statutory and Regulatory Authority

AS 23.40.070-250 Public Employment Relations Act
AS 39.25 et seq. State Personnel Act

Contact Information

Contact: Nicki Neal, Director
Phone: (907) 465-4429
Fax: (907) 465-2269
E-mail: nicki.neal@alaska.gov

**Labor Relations
Component Financial Summary**

All dollars shown in thousands

	FY2008 Actuals	FY2009 Management Plan	FY2010 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	840.4	870.8	901.4
72000 Travel	70.1	70.1	70.1
73000 Services	136.5	278.4	278.4
74000 Commodities	36.5	36.5	36.5
75000 Capital Outlay	0.0	0.0	0.0
77000 Grants, Benefits	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	1,083.5	1,255.8	1,286.4
Funding Sources:			
1004 General Fund Receipts	1,083.5	1,136.0	1,166.6
1061 Capital Improvement Project Receipts	0.0	119.8	119.8
Funding Totals	1,083.5	1,255.8	1,286.4

Estimated Revenue Collections

Description	Master Revenue Account	FY2008 Actuals	FY2009 Management Plan	FY2010 Governor
Unrestricted Revenues				
None.		0.0	0.0	0.0
Unrestricted Total		0.0	0.0	0.0
Restricted Revenues				
Capital Improvement Project Receipts	51200	0.0	119.8	119.8
Restricted Total		0.0	119.8	119.8
Total Estimated Revenues		0.0	119.8	119.8

**Summary of Component Budget Changes
From FY2009 Management Plan to FY2010 Governor**

All dollars shown in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2009 Management Plan	1,136.0	0.0	119.8	1,255.8
Adjustments which will continue current level of service:				
-FY2010 Wage and Health Insurance Increases for Bargaining Units with Existing Agreements	30.6	0.0	0.0	30.6
FY2010 Governor	1,166.6	0.0	119.8	1,286.4

**Labor Relations
Personal Services Information**

Authorized Positions			Personal Services Costs	
	<u>FY2009</u> <u>Management</u> <u>Plan</u>	<u>FY2010</u> <u>Governor</u>		
Full-time	9	9	Annual Salaries	631,825
Part-time	0	0	COLA	25,384
Nonpermanent	0	0	Premium Pay	0
			Annual Benefits	314,968
			<i>Less 7.28% Vacancy Factor</i>	<i>(70,777)</i>
			Lump Sum Premium Pay	0
Totals	9	9	Total Personal Services	901,400

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Human Resource Specialist II	0	0	1	0	1
Human Resource Technician I	0	0	1	0	1
Labor Relations Analyst II	0	0	3	0	3
Labor Relations Analyst III	0	0	3	0	3
Labor Relations Mgr	0	0	1	0	1
Totals	0	0	9	0	9